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DOLLAR TREE STORES, INC.

14 UNITED STATES DISTRICT COURT

15 NORTHERN DISTRICT OF CALIFORNIA

17 KASSONDRA BAAS and KELLY LOFQUIST,
18 individually and on behalf of all others
similarly situated,

19 Plaintiffs,

20 v.

21 DOLLAR TREE STORES, INC.,

22 Defendant.

CASE NO. C 07-03108 JSW (ENE)

**DECLARATION OF DAVID
McDEARMON**

DATE: April 4, 2008

TIME: 9:00 a.m.

DEPT.: Crtrm. 2, 17th Floor

JUDGE: Hon. Jeffrey S. White

COMPLAINT FILED: June 13, 2007

TRIAL DATE: No date set.

02-29-08

10:29am

From: Human Resources Dollar Tree Ches VA

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T-154 P.003/005 F-291

1 I, David McDearmon, declare as follows:

2 1. I am over the age of eighteen and have personal knowledge of the facts
3 set forth below. If called upon as a witness, I could testify competently thereto.
4

5 2. I am employed by Dollar Tree Management, Inc. ("DTM"), a wholly owned
6 subsidiary of Dollar Tree Stores, Inc. ("DTS") (DTM and DTS shall be referred to
7 collectively as "Dollar Tree"), as its Director of Human Resources/Field. DTS has
8 several wholly owned subsidiaries, including DTM, which operate from the same location
9 as DTS' corporate office and exist for the sole purpose of providing support for the
10 operations of DTS and its other wholly owned subsidiaries.
11

12 3. Each Dollar Tree retail location has a Store Manager. The Store Manager
13 is responsible for the running of the store, including hiring and terminating employees,
14 training employees, ordering merchandise, scheduling, reviewing and approving payroll,
15 maintaining business records, driving sales, supervising the store employees and
16 ensuring proper running of all aspects of the store.
17

18 4. Each Dollar Tree retail location may also have two, three or more Assistant
19 Managers. The Assistant Managers perform some of the Store Manager's duties when
20 the Store Manager is not in the store including supervising non-management hourly
21 employees.
22

23 5. Store Managers are classified as exempt; Assistant Managers are
24 classified as nonexempt hourly employees. All other retail store employees are
25 classified as nonexempt hourly employees, with the vast majority of them working a part-
26 time schedule of fewer than five hours per day.
27

28 6. Dollar Tree also employs District Managers who oversee the operation of
the approximately 10-12 stores that comprise each district. Currently, there are 24

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DECLARATION OF DAVID MCDERMON

PAGE 3/5 * RCVD AT 2/29/2008 10:47:15 AM [Eastern Standard Time] * SVR:WMCD-FAX/3 * DNIS:3 * CSID:+757 321 5222 * DURATION(mm:ss):01:54

02-29-08 10:29am From: Human Resources Dollar Tree Ches VA +757-321-5222 T-154 P.004/005 F-291

1 districts in California. The District Manager is responsible for ensuring the stores in his
2 or her district follow Dollar Tree's policies and are productive stores. The District
3 Manager is the Store Manager's primary connection to Dollar Tree. Effective February
4 1, 2008, each district in California is part of one of four regions that encompass
5 California. Prior to that date, each district in California was part of three regions to
6 encompass that state. Each region is headed by a Regional Director. The different
7 regions also have their own assigned regional training and human resources personnel.

8
9 7. Dollar Tree trains its Store Managers and Assistant Managers
10 ("Management Team") with regard to all federal and state employment laws as well as
11 those Dollar Tree policies governing those laws.

12 8. Dollar Tree expects its Management Team to implement and enforce all
13 laws and Dollar Tree policies.

14 9. Kassondra Baas and Kelly Lofquist were Assistant Store Managers. As
15 part of Dollar Tree's Management Team, they were expected to implement, to comply
16 with and to ensure that hourly associates complied with all of Dollar Tree's policies.
17 Specifically, Dollar Tree expected Baas and Lofquist to ensure that the time records
18 accurately captures all time worked by employees.

19 20
21 10. Dollar Tree's Policies & Procedures for Editing and Approving Time
22 Records, produced at Bates Number DTB1394, explains management's responsibilities
23 regarding reviewing time records and ensuring their accuracy.

24 11. Dollar Tree policy also requires that each employee sign a weekly Payroll
25 Summary Report attesting to the accuracy of the time for which s/he is being paid.

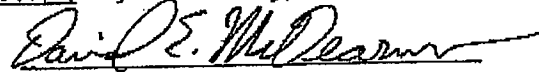
26 12. Dollar Tree has terminated management employees who have falsified
27 time records or who have had employees work off the clock.
28

02-29-08 10:30am From-Human Resources Dollar Tree Ches VA +757-321-5222 T-154 P.005/005 F-291

1 13. Dollar Tree Store Managers and Assistant Store Managers are required to
2 post the applicable Wage Orders in their retail stores for all employees to read.

3 I declare under penalty of perjury under the laws of the Commonwealth of Virginia
4 that the foregoing is true and correct.

5 Executed in Chesapeake, Virginia this 29th day of February, 2008.

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